

2020 Education & Training Annual Report

NOPD agrees to document all training provided to or received by NOPD officers, whether required or otherwise. Officers shall sign an acknowledgment of attendance or digitally acknowledge completion of training. NOPD shall report training delivered and received annually. This report shall include a:

Description of each course, including a summary of the subject matter; the duration, date and location, the name of the instructor, and the number of persons who completed the training; and

Listing of all officers who completed in-service, recruit, specialized, or elective training; and Listing of officers who did not complete required training and the corrective action taken for each officer.

[Consent Decree ¶288]

Annual Report

The 2020 In-Service Training began in January 2020. Between the dates of January 2020 - March 13th, 2020, the Academy held three (3) Officer Core In- Service Sessions and one (1) Supervisor Core In- Service Session for Sergeants & Lieutenants.

On March 13, 2020, all In-Person Core & Supervisor 40 Hour Training Sessions were suspended due to the COVID-19 Pandemic. In May of 2020, The Academy submitted a Proposal to Amend the 2020 Officer and Supervisor Core In-Service Training. The proposal was approved by the Superintendent of Police and the Academy resumed In- Service Training in June of 2020 following a hybrid model consisting of LAPOST On-line Training modules, NOPD E-Learning On-Line Training Modules and a three day in person instructor led training session consisting of the following:

- 1 Day MDTS/ C.E.W. Training
- 1 Day Firearms Qualification Training
- 1 Day Driving Qualification with a 30-minute NARCAN Refresher Course

Despite the COVID-19 Pandemic, 1,097 Fulltime Commissioned/ Reserve, Supervisors (Lieutenants & Sergeants) and Command Staff Personnel completed all components of the 2020 In-Service Training. The confirmation of the 100% NOPD In-Service Completion Rate in 2020 was tracked in POWERDMS and verified by 2020 LAPOST In-Service Training Statistics.

The Academy graduated three (3) recruit classes in 2020, with a total of 56 graduating Recruits/Officers. The Mid-Term/Final Reality Based Training for Recruits now demonstrates 100% proficiency in threat identification, tactical skills, and arrest techniques due to the scenarios scoring Rubric developed by the Academic Director and Recruit Commanders.

The objectives were also aligned with the learner outcomes to ensure accurate and timely ratings of Recruits during their Mid-Term and Final Reality-Based Training.

In June and August of 2020, the Academy Staff also provided other specialized training which included two (2) 40 Hour Mass Demonstration/Mobile Field Force Certification Training sessions, where 78 NOPD Officers and Sergeants were certified/trained. Additional training hosted by the NOPD Academy, that extended an invitation to outside law enforcement agencies and other city agencies included:

- Implicit vs Explicit Bias & the Impact of Social Media Training.
- Elements for a Successful Interview Training
- Gangs and Guns: Making your Firearms Case More Prosecutable Training.

***Please Note:**

- 73 NOPD Commissioned Officers had Medical / Military LAPOST In- Service Training Waivers on file exempting them from In-Service Training in 2020.
- The Department holds a 99.8% completion rate for Annual Firearms Requalification Training. 1 Reservist and 1 Suspended Officer failed to complete Firearms Requalification Training in 2020 (LAPOST revocation expected for the 2 referenced NOPD Personnel).
- The Department holds a 99.4% completion rate for Annual Driving Requalification Training. 4 Officers failed to complete Driving Re-qualification Training in 2020. **Three of referenced individuals were NOPD Reserve Officers who subsequently, resigned in late 2020 / Early 2021. The other was a fulltime NOPD Sergeant who was impacted by the COVID 19 Pandemic at the time.*
- 100% of NOPD officers completed the “Applied Problem-Oriented Community Policing” during 2020 Core and Supervisors In-Service.
- All full-time commissioned & reserve NOPD Officers completed all LAPOST Online Training Modules and MDTS / C.E.W. Training in 2020. Any NOPD officer that did not complete all aspects of the training had a LAPOST/ NOPD Medical or Military In-Service Training Waiver on File.
- 21 Academy Personnel completed the Bias Free Training offered in July 2020.
- All Academy Instructor Certification Training was current and up to date in 2020.
- The SABA System was procured and the contract was finalized August 2020. Initial meetings and Virtual Training began September 2020 and is on-going. The projected date for the SABA System to go live is April 1, 2020. Academy personnel currently receiving training on the functionality of SABA System

2020 Data Overview

Training Type	Number of Officers Who Completed	Percentage of Officers Who Completed
Recruit Basic Training	56	No percentage applicable
Core In-Service	848	100%
Supervisor In-Service	249	100%
New Supervisor Training (Training not held due COVID-19 pandemic)	0	0
Detective In-Service	154	100%
New Detective Initial Training	25	No percentage applicable
Command Staff In-Service	33	100%
Firearms Qualifications	1241	99.8%
Driving Training	1141	99.4%
Field Training Officer (FTO) Certification	39	89%
Field Training Officer (FTO) In-Service	18	100%
Crisis Intervention Training (CIT) Certification (Training not held due COVID-19 pandemic)	0	0
Mass Demonstration/Civil Disturbance	75	No percentage applicable
Leadership Police Organization (LPO) Training	0	0
First Aid Certification (Certified until 2021)	0	0